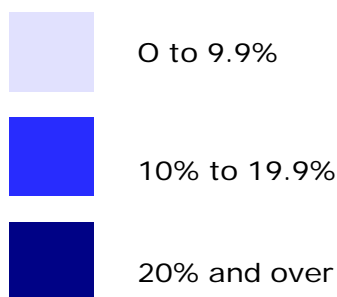
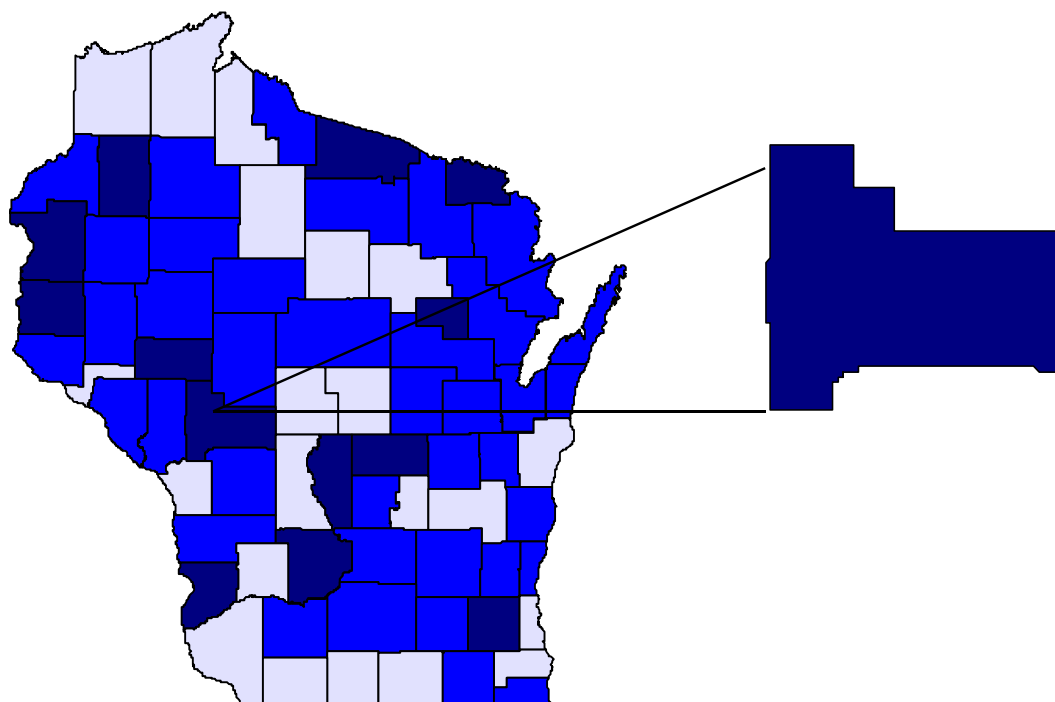


Jackson County Workforce Profile

Job Growth 1994 to 1999



Wisconsin Department of Workforce Development
Division of Workforce Solutions
Bureau of Workforce Information
October 2001



State of Wisconsin
Department of Workforce Development

Introduction

The County Workforce Profile has been developed by the Wisconsin Department of Workforce Development's (DWD) Bureau of Workforce Information (BWI) to provide a broad overview of Jackson County's labor market. The data included in this fourth year of publication is for 1999 to maintain consistency with the previous publications and to provide the user with a single year of reference in order to draw comparisons and form a picture of related labor force and employment information.

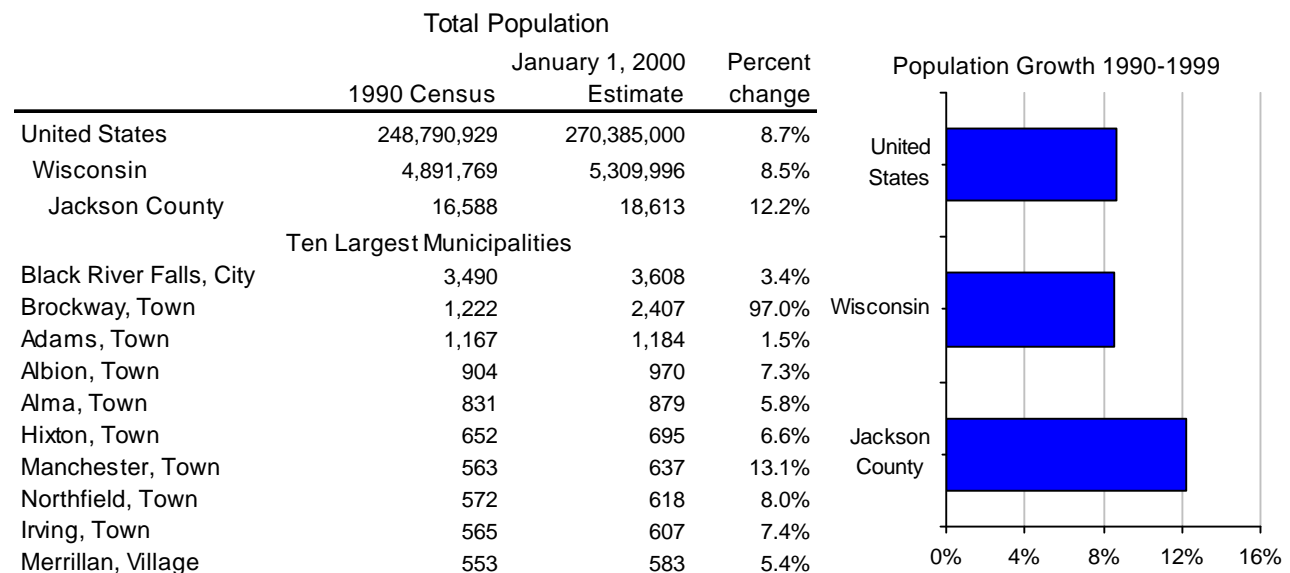
A variety of economic and demographic labor market information have been provided to describe the current labor market conditions in the counties and regions of Wisconsin. That information includes 1999 data on population, labor force, industries, employment, wages and income. The narrative describes how local conditions have changed over one-year and five-year intervals. Although population information is available from the 2000 census, it is not included in this publication since the period of time selected for all data sets is 1999. For more recent releases of information please consult the Wisconsin Department of Workforce Development Labor Market Information website: <http://www.dwd.state.wi.us/lmi>.

For more detailed information or clarification, please contact your local labor market analyst,
Bill Brockmiller, by telephone (608-785-9337) or email (brockwi@dwd.state.wi.us).

DWD is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact the analyst listed above.

Jackson County Population and Civilian Labor Force

During the first nine years of the 1990s, Jackson County's population increased 12.2 percent, much of that in the town of Brockway. A sizable portion of the 97 percent population increase in Brockway occurred in the 1996-1999 time period. Much of the increase in the town's population was due to the opening of a state prison and the placing of prisoners at the facility. Prisoners and other institutionalized persons are counted in total population numbers reported here on page 1, but institutionalized persons are not counted as members of the labor force or in the computation of unemployment statistics. In 1990, Jackson County's institutional population was 365; by the end of 1999 total institutional population swelled to 1,372. If one were to factor out institutional population from county population totals, population increased from 16,223 in 1990 to 17,241 at the end of 1999, adding 1,018 people. That is a 6.3 percent increase in population during the nine year time period.

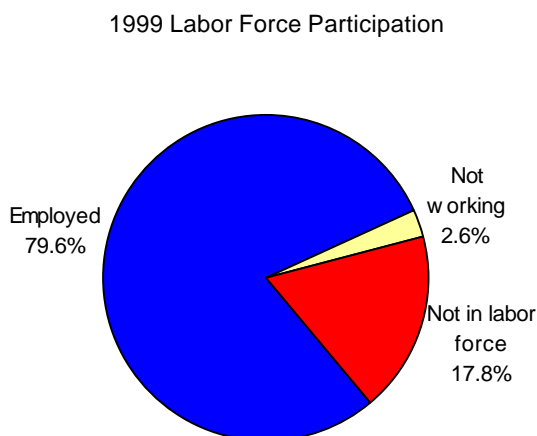


* Jackson County portion only

Source: WI Dept. of Admin., Demographic Services Center, *Official Population Estimates*, January 1, 2000

The labor force is the sum of employed and unemployed persons who are 16 years old and older. (Readers should bear in mind that many people who are not working are not included in the Bureau of Labor Statistics definition of unemployed). The participation rate is the number of total workers in the labor force (those working plus those not working, but activity seeking employment) divided by the total non-institutional population aged 16 years and over. Not all persons aged 16 and over are working or looking for work. Among the reasons for not working are; school attendance, retirement, inability to work, and individuals who do not believe there are any opportunities for them in their labor market. Persons in a prison, mental institution, or nursing homes are not counted as members of the labor force, nor are they counted as unemployed.

The "participation rate" is the percentage of the total resident population, aged 16 and over, who are working or seeking employment. Many social and economic factors influence the participation rate in a given area. The number one reason for the dramatic shift in the rate during the last 20 years has been caused by the increasing number of females entering the workforce.



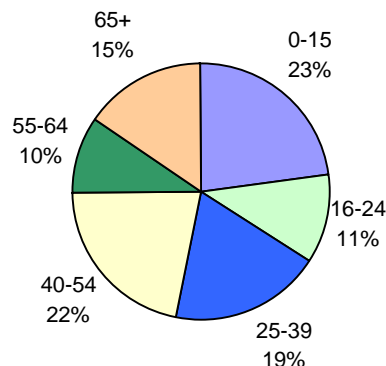
In 1999, the participation rate in Jackson County was 82.2 percent, a 16.1 percent increase from Jackson's 1990 rate of 66.1 percent. Jackson County has a substantially higher rate of participation in the workforce than does the nation (67.1) or the State of Wisconsin (72.3). Jackson County had the highest participation rate out of any Wisconsin County in 1999. Increased opportunities for work in places like the state prison and the Indian nation casino have brought more people into the Jackson County workforce and reduced county unemployment rates.

Source: Estimated from WI Dept of Administration population estimates, Jan 2000, US Census Bureau, and Local Area Unemployment Statistics

Jackson County has likely increased its participation rate near their natural maximum, and further gains in the workforce will have to come from other sources. Like most of Wisconsin, Jackson County is experiencing a decline in population aged between 25 and 39 years of age, and a surging population in the 40-54 age cohorts. Profound demographic shifts such as these will have a major impact on shape of the future workforce in Jackson. Employers will need to examine their recruitment strategies in order to appeal to the new workforce demographic. This age shift, along with the high participation rates already existing in Jackson County, will present profound challenges to employers recruiting workers in the county.

Jackson County Labor Force Age Population Distribution

Age Group	Population		Percent change
	1990 Census	1999 Estimate	
0-15	4,007	4,279	6.8%
16-24	1,848	2,079	12.5%
25-39	3,559	3,492	-1.9%
40-54	2,758	4,035	46.3%
55-64	1,584	1,842	16.3%
65+	2,833	2,885	1.8%



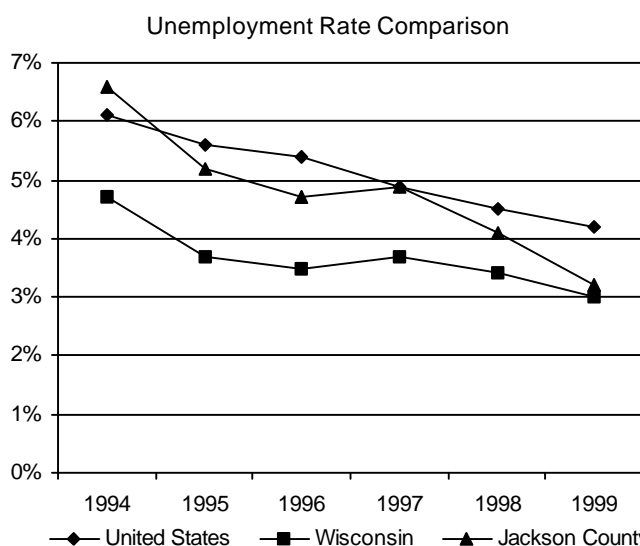
Source: Estimated from WI Dept of Admin, Demographic Services Center, Official Population Projections 1990-2020 and US Census Bureau

Jackson County Civilian Labor Force Data

	1994	1995	1996	1997	1998	1999
Labor Force	9,400	9,600	10,600	11,200	11,600	12,300
Employed	8,700	9,100	10,100	10,700	11,100	11,900
Unemployed	620	500	500	550	480	390
Unemployment Rate	6.6%	5.2%	4.7%	4.9%	4.1%	3.2%

Source: WI DWD, Bureau of Workforce Information, Local Area Unemployment Statistics

In the past six years, the unemployment rate in Jackson County has been declining. A sizable drop occurred in Jackson County's unemployment rate over the course of 1995, resulting in a 1995 Jackson County annual average unemployment rate that was 1.4 percentage points below Jackson County's 1994 annual average. Jackson County's unemployment rate, while higher than the state average, has been below the national average in four out of the last five years. New employers, like the state prison, have helped to cause this decrease in unemployment rates, and continue to contribute to an ever decreasing unemployment rate in Jackson. In addition, the growth in Indian-owned gaming operations in Jackson County has created jobs and growth opportunities.



Source: WIDWD, Bureau of Workforce Information, Local Area Unemployment Statistics

During the course of a given year, Jackson County's monthly unemployment rates report both high peaks and low valleys of unemployment. February usually reports the highest unemployment rate for the year in Jackson County. The statewide rate usually peaks in February as well. In recent history, Jackson County's February rate has ran between 6.0 and 7.0 percent. In September or October Jackson usually records its lowest rate for the year, recent September/October rates have ran between 2.6 and 3.7 percent. Statewide rates also bottom out in either September or October of a given year.

These patterns can be explained by several factors including; Wisconsin's weather patterns, farm growing seasons, Wisconsin manufacturers production schedules, shopping seasons peaks and valleys, and tourist seasons.

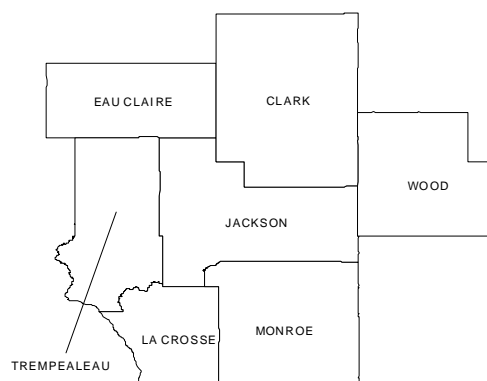
The state's deer hunting and fishing seasons also have an effect on Jackson County unemployment rates.

Jackson County Commuting Patterns

	Commute Into	Commute From	Net Commute
Eau Claire County	189	64	-125
Clark County	63	146	83
Wood County	82	19	-63
Monroe County	486	110	-376
La Crosse County	210	97	-113
Trempealeau County	613	146	-467
Elsewhere	166	42	-124
Total	1,809	624	-1,185

Work within Jackson County 5,385

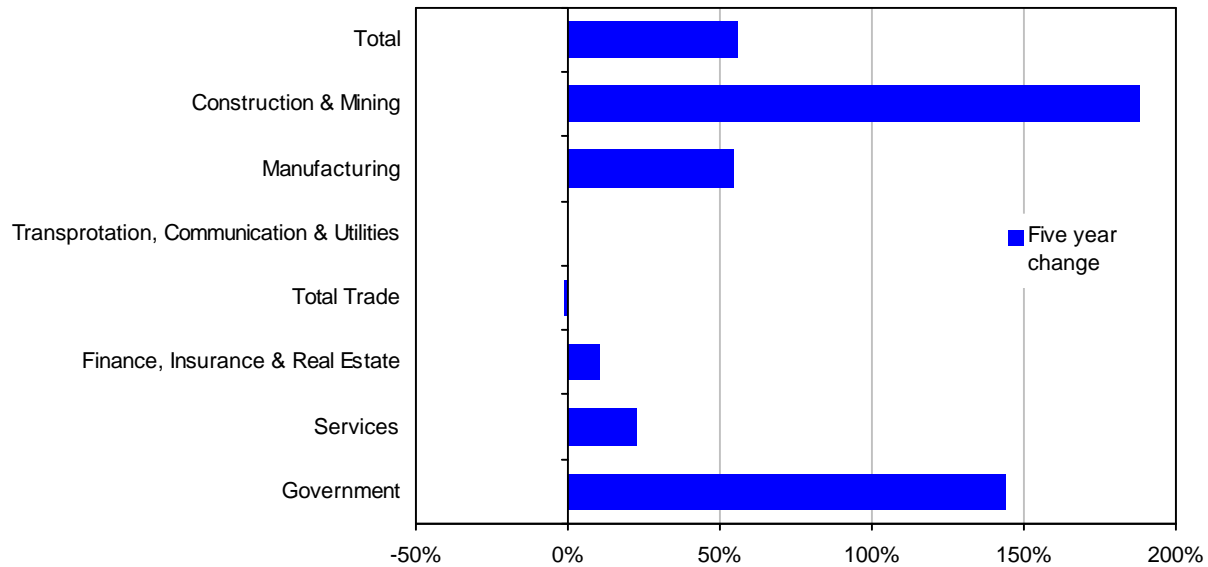
Source: WI DWD, Bureau of Workforce Information. *Wisconsin's Commuting Patterns*, 1994.



Jackson County workers are mobile. The only surrounding area that has more workers commute into Jackson County than leave is Clark County. Large numbers of workers commute from Jackson County to Monroe and Trempealeau Counties. Observations tell us that despite the size of Fort McCoy and the Veteran's Hospital in Monroe County, not many Jackson County residents commute to Monroe to work for either of these employers. Most of the workers commuting from Jackson County to Monroe are finding work in Monroe's manufacturing industry. The same is true of workers commuting from Jackson County to Trempealeau County to work. Trempealeau County has a strong manufacturing industry, and Jackson County workers who want to work in manufacturing are finding some of that employment in Trempealeau.

The commuting numbers detailed above are from the 1990 Census. Commuting data from Census 2000 has not been released yet.

Jackson County Employment Change by Industry 1994 to 1999



	1994	1995	1996	1997	1998	1999	Percent change	
Total	5,805	6,157	6,830	7,413	7,950	9,037	13.7%	55.7%
Goods Producing	1,037	1,241	1,252	1,375	1,494	2,116	41.6%	104.1%
Construction & Mining	383	481	448	516	530	1,105	108.4%	188.4%
Manufacturing	654	760	804	859	964	1,011	4.9%	54.7%
Durable	500	585	627	672	784	839	7.1%	67.8%
Nondurable	154	175	176	187	180	172	-4.5%	11.9%
Service Producing	4,768	4,916	5,579	6,038	6,456	6,921	7.2%	45.2%
Transportation, Communications & Utilities	740	766	801	785	747	742	-0.7%	0.2%
Total Trade	1,557	1,530	1,557	1,581	1,524	1,533	0.6%	-1.5%
Wholesale	163	142	138	138	119	109	-8.3%	-33.0%
Retail	1,394	1,388	1,419	1,443	1,405	1,424	1.4%	2.1%
Finance, Insurance, and Real Estate	195	185	193	195	205	215	4.9%	10.5%
Services & Misc.	925	733	828	924	1,060	1,133	6.8%	22.4%
Total Government	1,352	1,702	2,200	2,554	2,920	3,299	13.0%	144.1%

Source: WIDWD, Bureau of Workforce Information, Nonfarm Wage & Salary estimates.

Jackson County employment increased by 3,200 during the last five years. Prior to 1994, Indian owned businesses were included in Nonfarm statistics as privately owned establishments. For example, Majestic Pines Casino was included in the services industry group. In 1995, all employment with Indian owned operations was transferred to the local government classification, as employment with an independent sovereign nation. That's one of the reasons why there is an employment increase of almost 2,000 jobs in government from 1994 to 1999. An additional reason for the increase in government employment during this time period is the addition of a state prison facility in Jackson County.

Jackson enjoys a hefty share of tourism dollars spent within its borders. In 2000, travelers spent about 9.9 billion dollars while traveling across Wisconsin, or \$1,859 per Wisconsin resident. Jackson received about 56.7 million dollars in tourism expenditures in 2000, or \$3,044 per county resident. If the institutional population is removed from the computation, then Jackson County per capita tourism dollars spent climbs to \$3,286. In addition to Indian owned gaming operations, Jackson County offers tourists numerous hunting and fishing opportunities. The Wisconsin Department of Tourism estimates that in 2000, tourism dollars spent in Jackson added 1,571 jobs to employment. Tourist dollars spent usually effect employment levels in the retail trade and service industry, but because Indian owned gaming operations employment is included in government employment, dollars spent by tourists in Jackson County also effect government employment totals.

Jackson County's Largest Industries and Employers

Top 10 Industry Groups

Industry Group	March 2000		Numerical Change	
	Employers	Employment	1 Year	5 Years
Membership Organizations	*	*	*	*
Executive, Legislative, And General	28	669	8	40
Trucking And Warehousing	*	*	*	*
Educational Services	4	598	-16	56
Eating And Drinking Places	40	536	-21	50
Health Services	9	381	-22	62
Heavy Construction, Except Building	*	*	*	*
Automotive Dealers & Service Stations	26	369	15	-2
Justice, Public Order, And Safety	*	*	*	*
Electronic & Other Electric Equipment	*	*	*	*

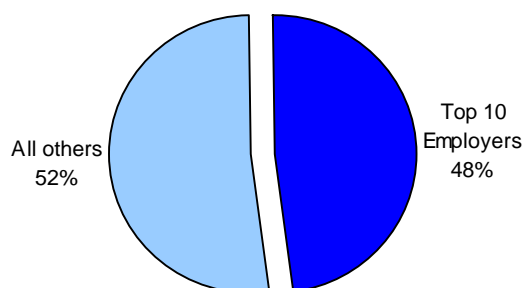
*data suppressed to maintain confidentiality

Top 10 Public & Private Employers

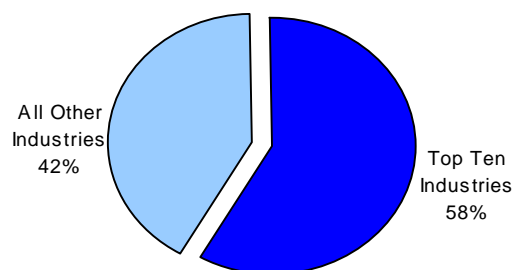
Company	Product or Service	Size
Ho Chunk Nation	Amusement & Recreation Services	1000+
Millis Transfer	Over-The-Road Trucking	500-999
County Of Jackson	Executive and General Government	250-499
Black River Falls Public School	Education	250-499
Lunda Construction	Heavy Construction	250-499
Jackson Correctional Institution	State Prison	250-499
Leeson Electric	Electric Motors	100-249
Nelson Industries	Automotive Mufflers	100-249
Black River Memorial Hospital	General Hospital	100-249
D & S Mfg Co	Fabricated Metals	100-249

Source: WI DWD, Bureau of Workforce Information Bureau, ES-202 file tape, 1st quarter 1999 and LMI benchmark 2000.

Top 10 Employers Share of Nonfarm Employment



Top 10 Industry Groups Share of Nonfarm Employment



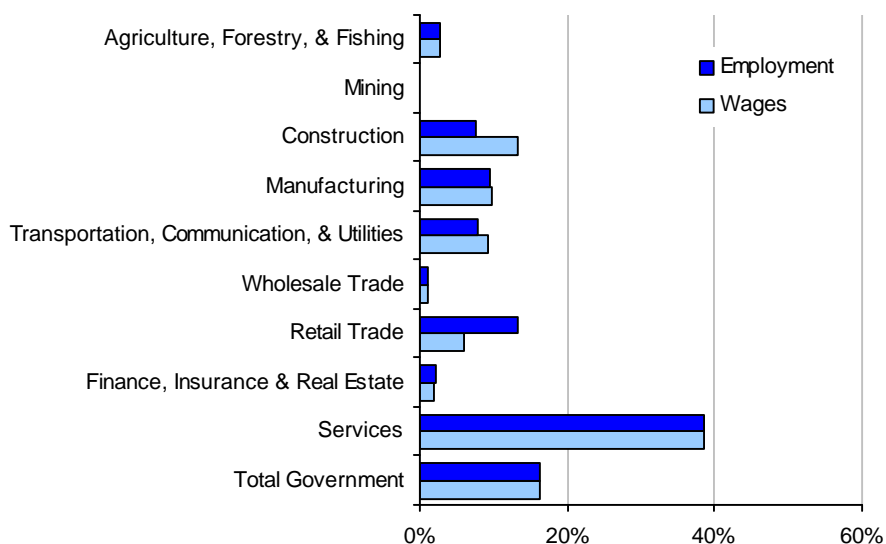
Unlike Nonfarm data (detailed on page 4 of this publication), data from the ES-202 program reflected above does not count Sovereign Indian-Nation employment as employment in the government sector. Instead, ES-202 data tallies employment for Indian-Nations by the good or service produced as a result of that employment. Therefore, employment for the casino in Jackson County appears as employment in amusement and recreation services in the ES-202 data detailed above. As of data collected for the year 2001, ES-202 will start classifying Indian Nation employment as employment in the local government sector, same as Nonfarm data currently does.

ES-202 data is gathered under a federal/state cooperative program which collects and compiles employment and wage data for workers covered by state unemployment insurance (UI) laws, and covered federal civilian workers. State employment agencies collect and compile quarterly UI contribution reports which are submitted by all employers. These data are maintained in the state in micro and macro data forms, and are also shipped to US Bureau of Labor Statistics (BLS). Any data from this program may be generically referred to as "ES-202" data or "CEW" data.

Jackson County Employment and Wages 1999

	Annual Average Wage	State Average Wage	Percent of State Average	Percent change 1 year	Percent change 5 year	Number of Workers
All Industries	\$23,444	\$29,609	79.2%	11.9%	30.7%	10,362
Agriculture, Forestry, & Fishing	\$22,992	\$21,499	106.9%	7.8%	11.3%	288
Mining	*	\$39,968	*	*	*	*
Construction	\$40,842	\$36,772	111.1%	9.1%	25.3%	790
Manufacturing	\$24,167	\$37,773	64.0%	8.1%	23.2%	989
Transportation, Communications, & Utilities	\$27,763	\$34,523	80.4%	2.7%	16.0%	806
Wholesale Trade	\$20,831	\$38,048	54.7%	-2.9%	40.6%	120
Retail Trade	\$10,653	\$15,066	70.7%	4.1%	11.1%	1,391
Finance, Insurance, & Real estate	\$21,952	\$37,911	57.9%	2.7%	16.3%	216
Services	\$23,475	\$26,041	90.1%	25.1%	54.5%	4,001
Total Government	\$23,518	\$32,017	73.5%	1.1%	22.4%	1,695

Total Employment and Wage Distribution by Industry Division



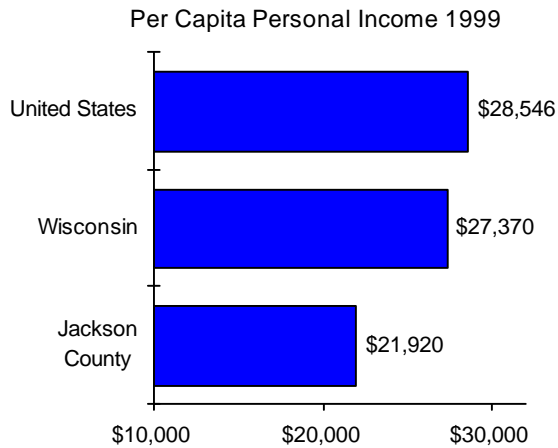
Source: WI DWD, Bureau of Workforce Information, *Employment, Wages and Taxes Due covered by Wisconsin's U.C. Law, Tables 209-211*.

Since the data above was gathered as part of the unemployment insurance data collection system (ES-202), employment with Indian enterprises has not been transferred to government in the figures reported above. Therefore, the employment data by industry does not agree with nonfarm wage and salary employment estimates on page 4, which have been edited. This is most apparent in services and government.

Only two major industry sectors in Jackson County pay wages in excess of the statewide average. One of those is the agriculture, forestry, and fishing industry. Average annual wages paid in the agriculture, forestry, and fishing industry in Jackson County are 106.9 percent of the statewide average. Most of the workers in this industry are employed by agriculture services establishments such as veterinarians and landscapers. In 1999, only 150 workers were employed in this industry (this statistical series does not include numbers from individual family farms), and despite their high earnings, accounted for less than two percent of all wages paid in Jackson County.

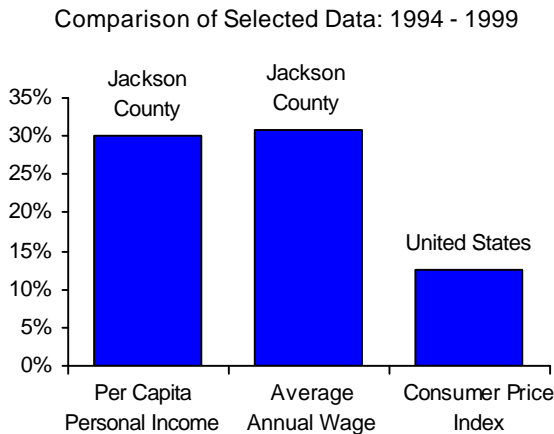
Compared to statewide averages, the other major industry sectors in Jackson County pay annual wages consistently lower; the largest differential appears in the wholesale trade sector. The reason for the difference stems from the composition of the wholesale trade sector in Jackson County. A large percentage of the wholesale trade employment in the county is centered in miscellaneous nondurable goods; this industry generally pays lower wages than, for instance, the durable goods sector of wholesale trade. The nondurable goods sector is also more likely to employ part-time workers.

Jackson County Wage and Income Data



Per capita income (PCPI) is total income divided by the total number of residents. Income includes wages earned, dividends from investments, and transfer payments from the government. Per capita income can be influenced by the number of wage earners, average family size, and the median age of the residents. Per capita income can influence the type of services and housing available within a county.

Over the past five years, Jackson County per capita income has increased by 30 percent and wages earned in Jackson County have increased by 30.7 percent. During the last five years, wages increased slightly more than per capita income in Jackson County. However, both out gained the rate of inflation as measured by the Consumer Price Index, which rose less than 15 percent during the same time period.



The PCPI in Jackson County, with its increase of 30 percent in the last five years, surged ahead of state and national growth rates, but Jackson remained behind in actual PCPI compared to the state and nation.

	Per Capita Personal Income						Percent Change	
	1994	1995	1996	1997	1998	1999	1 year	5 year
United States	\$22,581	\$23,562	\$24,651	\$25,874	\$27,321	\$28,546	4.5%	26.4%
Wisconsin	\$21,699	\$22,573	\$23,554	\$24,791	\$26,227	\$27,370	4.4%	26.1%
Jackson County	\$16,864	\$17,351	\$18,532	\$19,367	\$20,197	\$21,920	8.5%	30.0%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System.

Selected Occupational Wage Data

	Mean	Median
Assemblers, Electronic	\$ 10.08	\$ 9.24
Assemblers, General	\$ 10.79	\$ 11.08
Amusement & Recreation Attendants	\$ 7.45	\$ 6.92
Cashier	\$ 6.99	\$ 6.74
Cook, Restaurant	\$ 9.36	\$ 8.39
Food Preparation Worker	\$ 6.97	\$ 6.62
Hotel/Motel Clerk	\$ 7.47	\$ 7.39
Janitor/Cleaner	\$ 9.50	\$ 9.14
Machine Feeder & Offbearer	\$ 9.49	\$ 9.47
Nurse Aide/Orderly	\$ 9.24	\$ 9.10
Production Worker - Helper	\$ 10.73	\$ 10.26
Registered Nurse	\$ 21.21	\$ 20.21
Truck Driver, Light	\$ 10.32	\$ 9.97
Truck Driver, Tractor Trailer	\$ 16.72	\$ 15.72
Vehicle Washer/Equipment Cleaner	\$ 8.83	\$ 8.24

Source: DWD, BWI, 2000 OES wage survey for Balance-Of-State (non-MSA) counties.

The wages for the selected occupations in this table were reported by employers in non-metropolitan counties in the state who responded to the Occupational Employment Statistics (OES) survey. Employers from all Wisconsin counties participated in the survey but published data was limited to MSAs and a grouping of 60 or so 'balance-of-state' non-MSA counties.

Wages play a critical role in the economy as both workers and employers try to capitalize their worth. The labor shortage has placed additional pressure on wages and those occupations with a mean (average) and median (mid-point) wage relatively close reflect that. Mean wages include both very low and high wages, but as the labor market tightens employers offering low wages migrate closer to the mid-point.